

Who is the Environmental Justice Director?

The Environmental Justice Director will provide strategic leadership and oversight of Casa Familiar's Environmental Justice initiatives and programs. The Director will be responsible for developing and implementing comprehensive strategies, providing fiscal management and supervision of the Environmental Justice team, and fostering a spirit of community engagement to connect residents and key stakeholders to Casa Familiar's work to address environmental inequities and effect change through advocacy. This position will drive efforts to protect public health and address environmental challenges locally through policy advocacy, community outreach, and data-driven approaches.

Make a Difference through Action

- Provide leadership, direction and oversight to the Environmental Justice team.
- Develop and implement long-term strategies for air quality improvement and other Casa Familiar environmental justice priorities.
- Ensure alignment of program goals with funding, current and prospective grants, Casa Familiar's mission values, and the organization's strategic plan.
- Foster effective and collaborative relationships with community members, partner CBOs, and local, state and federal agencies.
- Support the Environmental Justice team in community outreach efforts to raise awareness about air quality issues and environmental challenges facing the community.
- Monitor and analyze local, regional, and state legislation related to air quality, public health and environmental justice topics.
- Ensure accurate data collection, analysis, and reporting to stakeholders.
- Develop policy solutions and advocacy strategies to improve community health.
- Collaborate with the Advocacy and Community Engagement Officer on advocacy campaigns.
- Establish metrics and indicators to evaluate program outcomes and effectiveness and use data-driven approaches to inform program improvements.
- Ensure program compliance with regulatory requirements, funding guidelines, and organizational policies, and prepare timely and accurate reports for the leadership team, funders, and stakeholders.
- Identify opportunities for program enhancement and innovation and lead efforts to adapt and improve programs based on community feedback and emerging needs.

Delivering Results

- Ensure compliance with reporting requirements from granting agencies and foundations.

- Manage the onboarding, training, and professional development of the EJ team.
- Facilitate regular team meetings, training sessions, and individual supervision.
- Oversee program development and work collaboratively with stakeholders to implement initiatives and services that will effectively assist vulnerable populations.
- Manage partnerships, milestones and goals for several Casa initiatives.
- Supervise and work closely with direct reports to support program implementation that will achieve high-quality, efficient, and impactful program outputs and outcomes following grant agreements, work plans, and best practices.
- Identify and address the needs of the program for successful completion.
- Build a culture that prioritizes teamwork, collaboration, professional development, open and effective communication, empowerment with decision-making and completing tasks, addressing strengths, appropriate conflict resolution, and making the office comfortable.

Mission Statement: The mission of Casa Familiar is to enhance the quality of life for people living in underserved and underrepresented communities.

Casa Familiar Values: Integrity, Respect, Familia, Culture & Community **Ideal**

Candidate Qualifications and Qualities

- Bachelor's degree in environmental science, public policy, sustainability, urban planning or a related field. At least three years of experience with community organizing and working alongside underserved and underrepresented communities.
- At least three years of experience planning and implementing community-based programs and services.
- At least three years of experience with program oversight, monitoring, and evaluation.
- Demonstrated knowledge of, and track record working in, issues related to environmental justice, community engagement, policy, and advocacy.
- Strong leadership and strategic planning skills.
- At least three years of experience as a supervisor leading a team.
- Strong leadership skills, including but not limited to effective decision-making, delegation, motivation, and conflict resolution.
- Ability to work successfully within various cross-cultural settings and make decisions in a fastpaced environment.
- Strong oral and written English communication skills. Fluency in Spanish is preferred.
- Ability to travel in the County of San Diego.



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Reports to: Advocacy and Community Engagement Officer

Position Type: Regular Full time, Exempt

Salary: \$75,000 per year, plus benefits including medical, dental, vision, life insurance, paid holidays, six wellness days, sick time, 401K plan

Casa Familiar requires that all employees be fully COVID-19 vaccinated. The successful candidate must be fully COVID-19 vaccinated and provide proof before their start date.

To apply, please send cover letter and resume to HR@casafamiliar.org. Please include your first and last name, along with the position title for which you are applying, in the subject line of the email.